University of Bath

Gender Pay Gap 2022

At the University of Bath we are committed to equality of employment. We use a grading system to measure equal work to ensure fairness and consistency by measuring all jobs against the same criteria.

In 2022:

The median pay gap has decreased by 0.17%

More women received bonus pay than men

Pay Gap

Mean	Median
16.79%	15.53%

Bonus Gap

Mean	Median
2.19%	0.0%

Proportion of staff receiving bonuses

17.87 %

Male

Vs.

27.26 %

Female

Distribution of Gender by Grade and Job Family

The distribution of gender at different grades helps explain the Gender Pay Gap at the University.

Women are more likely to be employed in the Management, Specialist and Administration (MSA) Job Family and to occupy positions at lower grades, particularly between grades 4 and 6.

Men are more likely to occupy roles within the Education and Research job family than any other and to occupy positions at Grade 6 and above. The proportion of men in the MSA job family is much smaller and they are less likely to occupy positions at lower grades.

Part time work is more common within the MSA job family and at the lower end of the pay structure, where there is a higher concentration of Female employees. This may account for some of the difference identified in the gender pay gap.

61.6 %
Female

Grades 2-6

44.15 %
Female
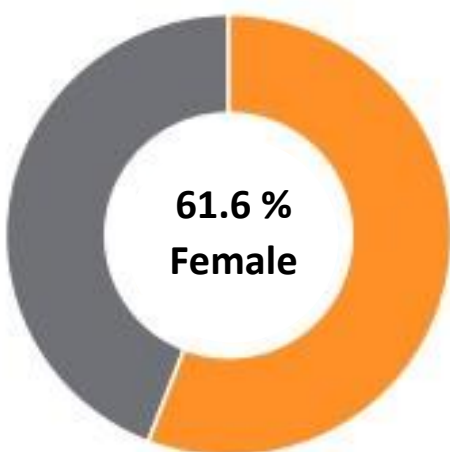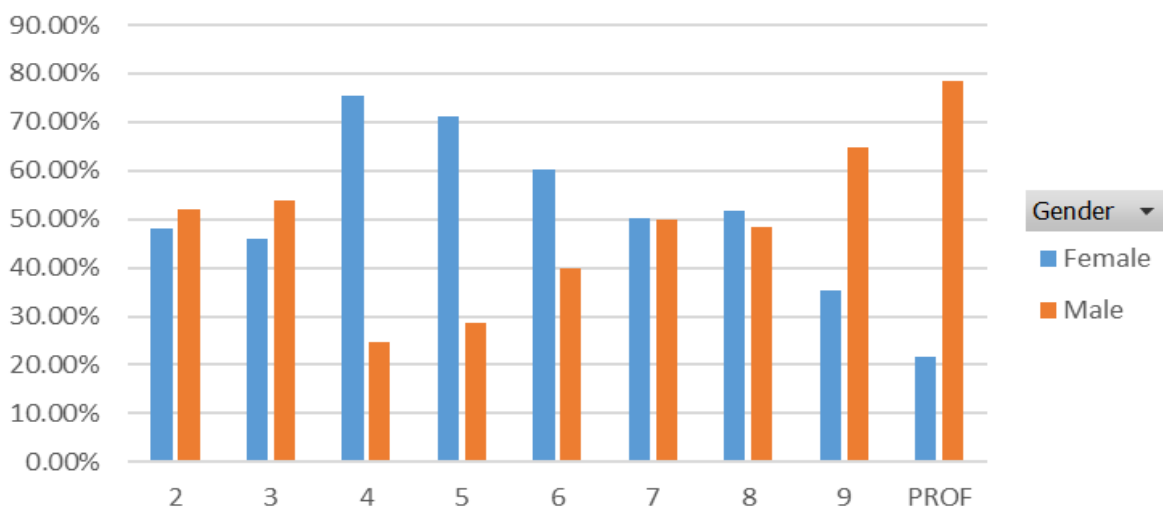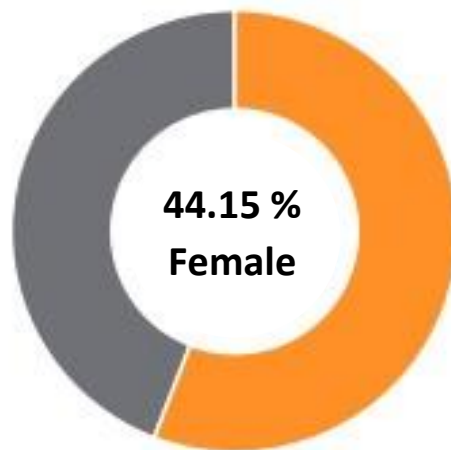
Grades 7—Prof.

Reducing the Gap

What we've already done

Recruitment

Increased the use of anonymous shortlisting by trialling the automatic opt-in of managers at the start of the recruitment process.

- Launched in February 2022, the whole University opted in to this process. A minor few have opted out with approval from Director of HR
- Professional Services have seen success in breaking down barriers
- The Academic community shared frustrations about submitted publications being hidden at initial shortlisting stage. We're looking into system improvements to enhance the experience for academics
- Our Head of Talent is currently carrying out a system review, looking at the impact of anonymous shortlisting

Progression and Promotion

Exploring and promoting opportunities to increase flexible hours and part time recruitment for positions at Grade 7 and above.

- We saw an increase in 8.06% of Grade 7 and above working part time (data compared March 2021 to March 2022)

Hybrid working

Carried out a review of the pilot hybrid working arrangements to identify opportunities for greater inclusion in future working patterns.

- We analysed several sources of insight, including the Work & Wellbeing survey, interviews with HoDs and focus groups
- We identified the challenges, benefits, and opportunities of hybrid working
- The Bath hybrid model framework was launched with clear guiding principles

Equality and Diversity

Reviewed and renewed plans to tackle pay gaps across the University.

- The Gender Pay Group was developed into the Equality of Pay Working Group. A draft Collective Agreement is with the Regional Trade Union Officers, pending review
- We critically reviewed the EDI structures across the University and made recommendations for agile and streamlined support, including Professional Services.
- We carried out a Financial Dignity audit, with results presented to the Staff Experience Advisory Board in November 2022. An action plan has been developed and is being implemented.
- We established Women's Network – Career, Growth and Community (WN:CGC) for women in grades 2-7. The network is led by the community but supported by the C&I team, and compliments the Senior Professional Services Women Network
- We're working with leading academics to create a Women Can network and secure funding from Research England to support the network
- Gain funding from Research England to support a trial for a maternity returner funding pot.

Completed recruitment to the roles that have been created within the newly formed Culture & Inclusion team to provide the infrastructure to support the direction set by the new Vice President for Community and Inclusion.

- We recruited a Deputy Director Culture and Inclusion, who started in March 2022
- We also recruited an ED&I Coordinator
- A Culture of Care Officer vacancy was repositioned as a communications role, to help complete a particular project – Communicating with Care. This role is helping shape and implement our tone of voice and links into the central communication team.

Progressed the work package identified by the Gender Pay Gap Working Group to investigate ways to improve career progression within professional service areas.

- We recreated the Research Enablers network. We assigned funding from Research England to progress the development of framework for career progression to support research support staff
- We launched the Women's Network – Career, Growth and Community (WN:CGC) for grades 2-7. Within the network will be a dedicated 'theme lead' looking at career progression.
- We had an intake of 15 participants for our 2022/23 Aurora programme. We also introduced two new programmes: Elevate (for women of colour) and Herschel (for women in technical roles)

Continue the work carried out under the Athena SWAN silver award action plan for longer term gender related interventions.

- We assisted two Departments – SPS and Psychology – in submitting their first ever Bronze and Silver applications
- We increased support for senior lecturers applying for promotion, with female professors now at 24%, compared to 21% in 2019
- We improved the representation of females at senior levels in the Management, Specialist and Administration (MSA) job family.
- We saw an increase from 22% in 2019 among ALC/Prof pay band to 43% in 2022. Those on grade 7 increased from 60% to 61% and grade 8 from 64%F to 66%F over the same period
- Recent promotions have led to more diverse profiles of staff at different levels
- We're reviewing workload allocation processes in departments to ensure there is a consistent approach.

What will we do now?

Recruitment

- Recruitment is the entry point for diversity the University. All chair/panel members must complete mandatory training before taking part in any recruitment activity (refresher training is also provided). The training is aimed at tackling biases and practices that could disadvantage women.
- All recruitment adverts must be assessed using our augmented writing platform Textio, to ensure they are gender neutral or linked to positive action campaigns.
- All recruitment adverts will highlight our flexible working offering and inclusivity statements
- Interview panels must be visibly diverse, with various genders, ethnicities, ages and disabilities represented wherever possible.

- Campaigns will be targeted at engaging males into professional services roles and females into Education & Research (E&R) as well as senior academic roles. We'll also continue to target women for senior professional services roles (grade 8 and above).
- We'll engage with external organisations such as Women Work Lab, Bath City College and Project Search to diversify our recruitment market in underrepresented areas.

Progression and Promotion

- As part of our Athena SWAN Silver accreditation, we have a detailed [action plan](#) for supporting and advancing careers (section 5)
- We will set up a working group to look at career progression for MSA professional services staff
- We've created a Task and Finish Group: gender differences in promotable vs non promotable tasks. The group aims to identify actions to recognise the value of 'necessary but thankless tasks' and, where appropriate, make recommendations for change.
- We are committed to engaging in initiatives which develop and explore leadership, and support women in their progression to senior roles.

Professorial Pay Structure

- We've introduced a formal pay structure for the Professoriate community to ensure the system offers fair outcomes to individuals. All Professorial roles are allocated to a specific spine point within the pay structure. The structure has been defined to improve inclusivity and equality with the use of more transparent criteria, structured pay scale and equality checks during the process.

Family Friendly provision

- We are committed to addressing and exploring concerns around becoming a parent whilst working at the University. We're reviewing our maternity and shared parental leave pay and implementing a 'return to work scheme' to help staff reintegrate at work following parental leave.
- A supporting On-Campus Childcare (SOC) group has been established for parents of children who are cared for in our on-site nursery.
- We're developing our family-friendly culture, working with the HR Service Delivery team to support managers in adopting and applying flexible working policies and practices.